

WILQ(FM), WZXR(FM), WCXR(FM), WBZD(FM), WLMY(FM), & WWPA(AM)

EEO PUBLIC FILE REPORT

April 1, 2016 to March 31, 2017

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data.

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hires	Date Position Filled
On-Air Personality	1,2,3,4,5,6,7,8,9,10,11,12,13,14 & 15	13	9/1/2016
Sales Assistant	1,2,3,4,5,6,7,8,9,10,11,12,13,14 & 15	4	7/13/2016
Sales Assistant	1,2,3,4,5,6,7,8,9,10,11,12,13,14 & 15	11	9/16/2016
Account Representative	1,2,3,4,5,6,7,8,9,10,11,12,13,14 & 15	14	6/20/2016
Account Representative	1,2,3,4,5,6,7,8,9,10,11,12,13,14 & 15	1	11/16/2016
Account Representative	1,2,3,4,5,6,7,8,9,10,11,12,13,14 & 16	14	3/27/2017
Sales Manager	*	11	5/1/2016

*A sales Manager with over 20 years experience was available immediately. At that time we were not looking for a Sales Manager. But if not hired we would have lost a valuable employee.

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II. MASTER RECRUITMENT SOURCE LIST ("MRSI")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Internet Posting	N	1
2	Posting to one or more SEU station websites	N	
3	On-Air Announcements on one or more SEU Stations	N	
4	Pennsylvania CareerLink-Lycoming County 145 West Third St Williamsport, PA 17701 Ph: 570-601-5932	N	1
5	Williamsport HelpWanted.com Affiliations Greenwood Plaza Blvd. Centennial, CO 80111 845-9510	N	
6	Pennsylvania College of Technology Career Services Williamsport, PA 17701 320-7400	N	
7	Lock Haven University Career Services Fairview St. 17745	N	
8	Lycoming College Career Services Place 17701	N	
9	Salvation Army Market St. Williamsport, PA 17701 326-9187	N	
10	Vet Center Market St. Williamsport, PA 17701 5281	N	
11	Referral	N	2
12	Vocational Rehabilitation West Third St. Williamsport, PA 17701 570-327-3600	Y	
13	In House Backyard Broadcasting Four Mile Drive PA 17701	N	1
14	Williamsport Sun Gazette West Fourth St. Williamsport, PA 17701 570-326-1551 Fax: 570-323-0948	N	2
15	Ohev Shalom Cherry Street PA 17701	Y	
	TOTAL INTERVIEWS OVER PREPORTING PERIOD		7

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Co-sponsored a Job Fair	Backyard Broadcasting PA, LLC along with Career Link Lycoming County sponsored a job fair on February 8, 2017. There were 66 employers and over 900 Job seekers. In attendance were the CEO, Sales Manager, Sales Assistant and an on-air staff member.
2	Participated in Job Fair	On March 22 & 29, 2017 there will be two on-air staff members & the Sales Assistant participated in a Career Fair. The event was sponsored by First Quality.
3	Job Shadowing	May 20, 2016 a student from the Loyalsock School District was introduced to each of the departments explaining the career opportunities within the radio industry.
4	Participated in events or programs sponsored by community organizations relating to career opportunities in broadcasting	On Thursday, January 19, 2017 an on-air staff member and a sales manager conducted a tour of the radio station facilities and explained the career opportunities within the radio industry to a Leadership Subcommittee.
5	Radio Tours	On March 22, 2016 a Girl Scout Troop from Watsonstown toured the radio stations and 6 of the girls recorded a PSA. On April 11, 2016 a Cub Scout Troop with scout masters and parents from Williamsport toured the radio stations reflecting on the jobs available within radio.